

VOSH PROGRAM DIRECTIVE: 02-003L

ISSUED: 15 January 2012

<u>Subject</u>	VOSH Procedures to comply with OSHA Enforcement Exemptions and Limitations under the Federal Appropriations Act, OSHA Instruction CPL 2-0.51J, [when inspecting employers with ten or fewer employees]; Revision
<u>Purpose</u>	<p>This Directive transmits to field personnel the annual exemptions and limitations for VOSH enforcement activity under the federal Appropriations Act. Attached is the most recent listing of the North American Industrial Classification System (NAICS) code for industries with a Days Away, Restricted, or Transferred (DART) occupational injury and illness rate below the national private sector rate of 1.8 for 2010 and updated OSHA Database Entry Instructions.</p> <p>This new Appendix A to CPL 02-00-051, Enforcement Exemptions and Limitations under the Appropriations Act (18 Dec 09), contains the latest BLS occupational injury and illness rate data at the most precise industrial classification code. The new Appendix A contains numerous changes (both additions and deletions) in industries covered. It will be effective on the date issued above for any inspection opened on this date or thereafter, until the next revision.</p> <p>This funding measure restriction focuses on limiting the inspection of those employers who employ ten or fewer employees. <i>(See note in Implementation section, below.)</i></p> <p><i>This Program Directive is an internal guideline, not a statutory or regulatory rule, and is intended to provide instructions to VOSH personnel regarding internal operation of the Virginia Occupational Safety and Health Program and is solely for the benefit of the program. This document is not subject to the Virginia Register Act or the Administrative Process Act; it does not have general application and is not being enforced as having the force of law.</i></p>
<u>Scope</u>	This Directive applies to all VOSH personnel.
<u>Reference</u>	OSHA Instruction CPL 02-00-051 (May 28, 1998). Memorandum dated December 23, 2011.
<u>Cancellation</u>	VOSH Program Directive 02-003K (15 April, 2011).
<u>Action</u>	Directors and Managers will ensure that compliance activities are scheduled and conducted following the guidelines set forth in this Directive.
<u>Effective Date</u>	15 January 2012

Implementation

In providing funding for OSHA and the related dependent federal funding utilized by VOSH, Congress has placed significant restrictions on enforcement activities regarding two categories of employers: small farming operations and small employers in low-hazard industries. The federal Appropriations Act contains limits for OSHA activities where 23g grant funds are used on a year-by-year basis. **Since these 23g grant funds are passed through from OSHA to the State Program, VOSH is held to the same restrictions and limits imposed on federal OSHA for use of federal funds. The Appropriations Act limitations do not apply to 100% state funds (see below).**

This directive includes a revised Appendix A for CPL 02-00-051 (formerly numbered CPL 2-0.51J), Enforcement Exemptions and Limitations under the federal Appropriations Act, which was forwarded by memorandum dated December 23, 2011.

The federal Appropriations Act restricts the use of federal funds for certain specified OSHA and VOSH enforcement activities. This funding which measures restrictions focuses on limiting the inspection of those employers who employ ten or fewer employees.

Caution must be exercised when inspecting employers with ten or fewer employees at all times during the previous twelve months because IMIS edit checks have not yet been put on the NAICS codes in the revised Appendix A. It may be a few months until these edit checks are in place.

NOTE: *To the extent that this directive limits or prohibits the use of Federal funds for certain VOSH activities, VOSH reserves the right to conduct activities limited or prohibited under this directive by paying for those activities with 100% 23g grant state matching funds (e.g., VOSH will conduct and pay for, with 100% state funds, fatal accident investigations on farms with 10 or fewer employees and no temporary labor camp activity within the previous 12 months). Approval to conduct and pay for such activities must be received in advance from the VOSH program director.*

Compliance officers who are approved to perform such 100% state funded inspections shall keep a record of their time spent on such activities which must be entered as a separate line entry on the CSHO's FLSA Individual Time Sheet.

The entry for this separate line under the column labeled "Category" or "Organization/Activity" shall be "23g exempt.-100%. In the adjoining column labeled "Cost Code" enter "State funds". A sample FLSA Individual Time Sheet is provided.

Courtney M. Malveaux
Commissioner

Distribution: Commissioner of Labor and Industry
Assistant Commissioner - Programs
VOSH Directors and Managers
Legal Support & IMIS Staffs

Cooperative Programs Director & Manager
VOSH Compliance & Cooperative Programs Staffs
OSHA Regional III & Norfolk Area Offices

Attachments: Sample FLSA Sheet; and

OSHA Instruction, CPL 2-0.51J (May 28, 1998)
Revised Appendix A (December 23, 2011)

When the guidelines, as set forth in this Program Directive, are applied to the Commissioner of the Department of Labor and Industry and/or to Virginia employers, the following federal terms if, and where they are used, shall be considered to read as below:

<u>Federal Terms</u>	<u>VOSH Equivalent</u>
OSHA	VOSH
Federal Agency	State Agency
Agency	Department
Regional Administrator	Assistant Commissioner – Programs
Area Director	Regional Director VOSH Program Director
Regional Solicitor	Attorney General or VOSH Office of Legal Support (OLS)
Office of Statistics	VOSH Research and Analysis
29 CFR	VOSH Standard
Compliance Safety and Health Officer (CSHO) and/or Industrial Hygienist	CSHO
<u>OSHA Directives:</u>	<u>VOSH Program Directives:</u>
OSHA Field Operations Manual (OFOM)	VOSH Field Operations Manual (FOM)
OSHA Instruction CPL 2.115	VOSH FOM, Chapter 1, C.

Virginia Department of Labor and Industry
SAMPLE INDIVIDUAL TIMESHEET

Employee Name-Division:										Bi-Weekly Period:		01/14/12-01/27/12						
		(Last, First MI - Division)																
Organization/Activity	Cost Code	Week: 01/14/2012 - 01/20/2012								Week: 01/21/2012 - 01/27/2012								
		Sat. 14	Sun. 15	Mon. 16	Tues. 17	Wed. 18	Thurs. 19	Fri. 20	Total	Sat. 21	Sun. 22	Mon. 23	Tues. 24	Wed. 25	Thurs. 26	Fri. 27	Total	
Work Hours	802								0								0	
23g exempt.-100% state funds									0								0	
									0								0	
									0								0	
Leave																		
Administrative									0								0	
Annual Leave									0								0	
Community Service									0								0	
Compensatory Leave									0								0	
Family Personal/Sick Family									0								0	
Holiday				8					8								0	
LWOP									0								0	
Military Leave									0								0	
Other/Office Closures									0								0	
Overtime Leave									0								0	
Recognition Leave									0								0	
Short-term Disability									0								0	
Sick Leave									0								0	
TOTALS:		0	0	8	0	0	0	0	8	0	0	0	0	0	0	0	0	
Remarks:																		
Leave Codes List:										Schedule For Recording Hours In Tenths:								
Administrative - JT (Documentation needed)	Family Personal - FP	Other - OT (early closing, etc.)		Sick Family - SF		3 - 8: .1		27 - 32: .5		51 - 56: .9								
Annual - AT	Holiday - H	Overtime - OX		Sick Personal - SP		9 - 14: .2		33 - 38: .6		57 - 60: 1								
Community Service - CS	LWOP - XX	Recognition - RT		Workers' Comp - WC		15 - 20: .3		39 - 44: .7										
Compensatory - CT	Military - MT	Short-term Disability - SD				21 - 26: .4		45 - 50: .8										
My signature indicates that I have accurately reported all time for both weeks shown.																		
Employee Signature										Date								
My signature indicates that the above record is correct to the best of my knowledge.																		
Supervisor Signature										Date								

December 23, 2011

MEMORANDUM FOR:

REGIONAL ADMINISTRATORS
STATE DESIGNEES

FROM:

DAVID MICHAELS, PhD, MPH

SUBJECT:

Appropriations Act: Replacement of Appendix A for
CPL 02-00-051, Enforcement Exemptions and Limitations under
the Appropriations Act

Attached is the most recent listing of the North American Industry Classification System (NAICS) codes for industries with a Days Away, Restricted, or Transferred (DART) occupational injury and illness rate below the national private sector rate of 1.8 for 2010. This new Appendix A to CPL 02-00-051, Enforcement Exemptions and Limitations under the Appropriations Act, contains the latest BLS occupational injury and illness rate data at the most precise industrial classification code. It will be added to the electronic version of CPL 02-00-051 on the OSHA Website. Appendix A will be effective on the date of this memorandum **for any inspection opened on this date or thereafter, until the next revision.**

Please note that if the CSHO discovers that the employer has 10 or fewer employees currently and at all times during the previous 12 months or the DART rate for the employer's primary NAICS is below the all-industry national average, the CSHO will not conduct an inspection.

If you have any questions regarding the above, please contact the Office of General Industry Enforcement (202) 693-1850.

Attachment



OSHA INSTRUCTION

U.S. DEPARTMENT OF LABOR

Occupational Safety and Health Administration

DIRECTIVE NUMBER: CPL 2-0.51J

EFFECTIVE DATE: May 28, 1998

SUBJECT: Enforcement Exemptions and Limitations under the Appropriations Act.

ABSTRACT

Purpose: Explains the limits on inspection activities under the Appropriations Act.

Scope: OSHA-wide.

References: CPL 2.103 -Field Inspection Reference Manual,
CPL 2.115 -Complaint Policy and Procedures,
STP 2.22A -State Plan Policies and Procedures Manual.

Cancellations: CPL 2-0.51I, Dated October 15, 1997.

State Impact: See Paragraph VI.

Action Offices: National, Regional, and Area Offices.

Originating Office: Directorate of Compliance Programs.

Contact: Don Kallstrom 202) 219-8031
Office of General Industry Compliance Assistance; FPB - N3107
200 Constitution Avenue, NW
Washington, DC 20210

Special Notice: Appendix A contains time sensitive information. OSHA will automatically update the information in Appendix A after it is received from the Bureau of Labor Statistics.

By and Under the Authority of
Charles N. Jeffress
Assistant Secretary

~~Change effective 01-15-99 - Appendix A~~
~~Change effective 02-07-00 - Appendix A~~
~~Change effective 02-09-01 - Appendix A~~
~~Change effective 01-02-02 - Appendix A~~
~~Change effective 01-07-03 - Appendix A~~
~~Change effective 02-23-05 - Appendix A~~
~~Change effective 12-05-05 - Appendix A~~
~~Change effective 11-20-06 - Appendix A~~
~~Change effective 12-10-07 - Appendix A~~
~~Change effective 12-03-08 - Appendix A~~
~~Change effective 12-18-09 - Appendix A~~
~~Change effective 01-03-11 - Appendix A~~
Change effective 12-23-11 - Appendix A

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- I. Purpose.** This instruction explains the limits (exemptions and limitations) for the Occupational Safety and Health Administration's (OSHA) enforcement activity under the Appropriations Act. This funding measure's riders and this instruction focus on limiting the inspection of those employers who employ ten or fewer employees.
- II. Scope.** This instruction applies OSHA-wide and where applicable, to those Employment Standards Administration (ESA) offices enforcing OSHA's Field Sanitation and Temporary Labor Camp standards in agricultural settings. The restrictions to OSHA's enforcement activity apply to places of employment (farms and establishments whose Standard Industrial Classification code is listed in Appendix A) who employ 10 or fewer employees.
- III. References.**
- A. OSHA Instruction STP 2.22A, May 14, 1986, the State Plan Policies and Procedures Manual
 - B. OSHA Instruction CPL 2.103, September 26, 1994, the Field Inspection Reference Manual (FIRM)
 - C. Secretary's Orders 5-96 and 6-96, December 27, 1996, Delegation of Authority and Assignment of Responsibility to the Assistant Secretary for Employment Standards and Other Officials in the Employment Standards Administration and the Assistant Secretary for Occupational Safety and Health.
 - D. OSHA Instruction CPL 2.115, June 14, 1996, Complaint Policies and Procedures
- IV. Cancellation.** OSHA Instruction CPL 2.51I, October 15, 1997, is canceled.
- V. Action.** OSHA Regional Administrators and Area Directors are to ensure that they schedule and conduct enforcement activities following the guidelines set forth in this instruction. They shall insure distribution of these guidelines to Employment Standards Administration, Wage and Hour Division District offices who are responsible for enforcing the OSHA field sanitation and temporary labor camp standards pursuant to Secretary's Orders 5-96 and 6-96. These guidelines are in effect until superseded or amended.
- The Directorate of Administrative Programs will ensure that the updated Appendix A appears on the OSHA Internet site as soon as possible after receiving it from the Directorate of Compliance Programs. The version of Appendix A which appears on OSHA's Internet Web Page is the one currently being applied. The date Appendix A is updated will be noted on the Abstract.
- VI. Federal Program Change.** This instruction describes a Federal program change which affects State programs. Under OSHA's Appropriations Act, States cannot be reimbursed for any share of funds expended for activities prohibited by these exemptions and limitations and must be able to demonstrate that no Federal funds have been used for prohibited activities. The States shall respond via the two-way memorandum to the Regional Office as soon as the State's intention regarding the enforcement activity limitations and exemptions is known, but no later than 60 calendar days after the date of transmittal from the Directorate of Federal-State Operations. If a State plans to fund the prohibited activities, it shall provide a brief description of its alternative funding approach in the Comment Section of the two-way memorandum and maintain appropriate accounting procedures for assuring that no 23(c) funds are expended for these activities.

VII. Background. In providing funding for OSHA, Congress has placed restrictions on enforcement activities regarding two categories of employers: small farming operations and small employers in low-hazard industries. The Appropriations Act contains limits for OSH Act activities on a year-by-year basis.

VIII. Key Terms. Definitions pertinent to this Directive are the following:

A "**farming operation**" means any operation involved in the growing or harvesting of crops, the raising of livestock or poultry, or related activities conducted by a farmer on sites such as farms, ranches, orchards, dairy farms or similar farming operations. These are employers engaged in businesses that have a two digit Standard Industrial Classification (SIC) of 01 (Agricultural Production - Crops), 02 (Agricultural Production- Livestock and Animal Specialties), and four digit SIC 0711 (Soil Preparation Services), 0721 (Crop Planting, Cultivating, and Protecting), 0722 (Crop Harvesting, Primarily by Machine), 0761 (Farm Labor Contractors and Crew Leaders), and 0762 Farm Management Services).

A "**temporary labor camp**" means farm housing directly related to the seasonal or temporary employment of farm workers.

"**Housing**" includes both permanent and temporary structures located on or off the property of any employer who meets the above definition.

"**Lost Workday Injury Rate Below the National Average**" is an occupational lost workday injury (LWDI) rate which is lower than the national average rate for the private industry sector, as most recently published by the Bureau of Labor Statistics, at the most precise (SIC) code for which such data is published, using the 1987 manual.

IX. General Enforcement Guidelines. Before initiating enforcement activities OSHA will decide whether the appropriation rider prohibits OSHA enforcement. Where this determination cannot be made beforehand, the CSHO will determine the status of the small farming operation or a small employer in a low-hazard industry upon arrival at the workplace. If the prohibition applies, the inspector must immediately discontinue the inspection activities and leave the premises as soon as possible. Table No. 1 provides an at-a-glance reference to our activities under the funding measure.

Table 1
(Exceptions and Limitations)

TLC = Temporary Labor Camp

EES = Employees

ERS = Employer

OSHA Activity	Farm with 10 or fewer EES and no TLC activity within 12 mo.	Farm with more than 10 EES or a farm with an active TLC within 12 Mo.	Non-farm ERS with 10 or fewer EES in a SIC listed in Appendix A
Programmed Safety Inspections	Not Funded	Can Inspect	Cannot Inspect
Programmed Health Inspections	Not Funded	Can Inspect	Can Inspect
Employee Complaint	Not Funded	Can Inspect	Can Inspect (See limits on Citations and Penalties)
FAT/CAT and Accidents	Not Funded	Can Inspect	Can Inspect
Imminent Danger	Not Funded	Can Inspect	Can Inspect
11C	Not Funded	Can Inspect	Can Inspect
Consultation & Technical Assistance	Not Funded	Permitted	Permitted
Education and Training	Not Funded	Permitted	Permitted
Conduct Surveys & Studies	Not Funded	Permitted	Permitted

X. Enforcement Guidance for Small Farming Operations. The Appropriations Act exempts small farming operations from enforcement of **all** rules, regulations, standards or orders under the Occupational Safety and Health Act.

A. A farming operation is **exempt** from **all** OSHA activities if it:

1. Employs 10 or fewer employees currently and at all times during the last 12 months; and
2. Has not had an active temporary labor camp during the proceeding 12 months.

Note: Family members of farm employers are not counted when determining the number of employees.

B. A farming operation with 10 or fewer employees that maintains a temporary labor camp or has maintained a temporary labor camp within the last twelve months **is not** exempt from inspection. For OSHA, the inspection may include all working conditions covered by OSHA standards except for Field Sanitation, 29 CFR1928.110, and except as noted, Temporary Labor Camps, 29 CFR 1910.142, which are being enforced by the Wage and Hour Division under Secretary of Labor Order 6-96.

1. OSHA, however, retains inspection responsibility for those camps of employees engaged in eggs or poultry production (SIC 025) or red meat production (SIC 021) or engaged in the post-harvest processing of agricultural or horticultural commodities. Generally, post-harvest processing can be thought of as changing the character of the product (canning, making cider or sauces, etc.) or a higher degree of packaging (washing, bundling and bagging carrots) versus field sorting in a shed for size.
- C. The Wage and Hour Division, ESA, will also exercise responsibility for enforcement in agriculture of OSHA field sanitation and temporary labor camp standards, except as noted in "B" above, in nine States operating OSHA-approved State plans which have elected to follow the jurisdictional transfer of authority as effected by Secretary's Orders 5-96 and 6-96. These States are: Alaska, Indiana, Iowa, Kentucky, Minnesota, South Carolina, Utah, Virgin Islands, and Wyoming.

In the fourteen (14) other States operating OSHA-approved State plans, enforcement of field sanitation and temporary labor camp standards in agriculture will not transfer to ESA and will continue as a State responsibility. These States are: Arizona, California, Hawaii, Maryland, Michigan, Nevada, New Mexico, North Carolina, Oregon, Puerto Rico, Tennessee, Vermont, Virginia, and Washington.

XI. Enforcement Guidance for Small Employers in low-hazard industries. The Appropriations Act exempts small employers in low-hazard industries from **programmed safety inspections**.

- A. No programmed safety inspections are permitted of a small employer if:
1. It employs 10 or fewer employees currently and at all times during the last 12 months; and
 2. The lost workday case rate for its primary SIC work activity is below the all-industry national average. (See Appendix A for listings.)
- B. The Appropriations Act allows several OSHA activities in establishments of small (10 or fewer employees) low-hazard rate employers that are exempt from programmed safety inspections. All OSHA Offices are allowed to:
1. Provide consultation and technical assistance as well as educational and training services. It can also conduct surveys and studies authorized by the OSHA.
 2. Investigate or schedule inspections in response to an employee complaint in accordance with current complaint procedures in CPL 2.115. The only complaint inspections which are permitted under the rider are those from current employees.
 - a. Citations may be issued for any violation found during a complaint inspection whether or not the violative condition is a subject of the complaint. But:
 - b. Penalties may only be assessed when the violations are classified as willful violations or failure to abate notifications and when such violations and failure to abate notifications are related to the original complaint.
 3. Take any action authorized by the Act with respect to alleged imminent danger situations.
 4. Take any action authorized by the Act with respect to **health hazards**.

- a. Health inspections are to be scheduled, observed health hazards cited, and penalties assessed for all classifications of violations in accordance with current procedures.
- b. Apparent safety violations noted during a health inspection of an establishment exempted from programmed safety inspections shall not be cited or referred for later inspection unless such violations create an imminent danger.
- c. If this inspection is a health-related complaint, the procedures in paragraph XI. B. 4. take precedence over the procedures in paragraph XI.B. 2.

Note: A Compliance Officer can discuss non-citable violations during the closing conference and provide information relating to consultation services.

- 5. Take any action authorized by the Act with respect to employment accidents involving a fatality of one or more employees or hospitalization of two or more employees . All apparent violative conditions involving safety or health may be cited and penalties proposed related to the accident.

Note: The reporting requirements of 29 CFR 1904.8 have not changed. Employers are not obligated to report accidents involving overnight hospitalization of fewer than three employees. However, OSHA is allowed to conduct any accident investigation of a small, non-farming, employer once we become aware that an accident as described above has occurred. Where OSHA learns of such accidents, we can inspect or investigate.

- 6. Take any action authorized by the Act with respect to alleged discrimination against employees.

XII. Late Discovery of Exemption. If it becomes clear after an inspection that the employer was exempt from inspection at the time of the inspection, the Area Director shall ensure that no citations are issued or penalties proposed contrary to the provisions of this instruction.

- A. If already issued, but not yet contested, any such citation or proposed penalty shall be withdrawn.
- B. If the employer has already filed a notice of intent to contest, the Area Director shall inform the Regional Solicitor who shall take appropriate action to ensure that the case is not pursued before the Occupational Safety and Health Review Commission.
- C. If such citations and penalties have become a final order, the Area Director shall ensure that no penalties are collected.

XIII. Database entry. If an inspection is not conducted because of an Appropriations Act rider exemption, the CSHO shall complete an OSHA-1 Form according to current instructions. Also where the scope of an inspection has been limited, due to restrictions imposed by a rider to the Appropriations Act, it can be so noted in the area designated for - Optional Information.

APPENDIX A

North American Industrial Classification System (NAICS) Codes for Industries with a Days Away, Restricted, or Transferred (DART) Rate Less Than the National Average Rate of 1.8 for 2010.

Source: Bureau of Labor Statistic (BLS) data released October 20, 2011

NAICS INDUSTRY

Agriculture, Forestry, Fishing & Hunting

115111 Cotton Ginning
115113 Crop Harvesting, Primarily by Machine
115310 Support Activities for Forestry

Mining

211111 Crude Petroleum and Natural Gas Extraction
211112 Natural Gas Liquid Extraction
213112 Support Activities for Oil and Gas Operations

Utilities

221111 Hydroelectric Power Generation
221113 Nuclear Electric Power Generation
221119 Other Electric Power Generation
221121 Electric Bulk Power Transmission and Control
221122 Electric Power Distribution

Construction

236210 Industrial Building Construction
236220 Commercial and Institutional Building Construction
237120 Oil and Gas Pipeline and Related Structures Construction
237210 Land Subdivision
238340 Tile and Terrazzo Contractors

Manufacturing

311221 Wet Corn Milling
311223 Other Oilseed Processing
311811 Retail Bakeries
311823 Dry Pasta Manufacturing
312120 Breweries
312221 Cigarette Manufacturing
313111 Yarn Spinning Mills
313112 Yarn Texturizing, Throwing, and Twisting Mills
313210 Broadwoven Fabric Mills
313221 Narrow Fabric Mills
313222 Schiffli Machine Embroidery
313241 Weft Knit Fabric Mills
313249 Other Knit Fabric and Lace Mills

313312 Textile and Fabric Finishing (except Broadwoven Fabric) Mills
314110 Carpet and Rug Mills
314121 Curtain and Drapery Mills
314129 Other Household Textile Product Mills
315111 Sheer Hosiery Mills
315191 Outerwear Knitting Mills
315192 Underwear and Nightwear Knitting Mills
315212 Women's, Girls', and Infants' Cut and Sew Apparel Contractors
315221 Men's and Boys' Cut and Sew Underwear and Nightwear Manufacturing
315223 Men's and Boys' Cut and Sew Shirt (except Work Shirt) Manufacturing
315224 Men's and Boys' Cut and Sew Trouser, Slack, and Jean Manufacturing
315225 Men's and Boys' Cut and Sew Work Clothing Manufacturing
315228 Men's and Boys' Cut and Sew Other Outerwear Manufacturing
315232 Women's and Girls' Cut and Sew Blouse and Shirt Manufacturing
315233 Women's and Girls' Cut and Sew Dress Manufacturing
315234 Women's and Girls' Cut and Sew Suit, Coat, Tailored Jacket, and Skirt Manufacturing
315239 Women's and Girls' Cut and Sew Other Outerwear Manufacturing
315291 Infants' Cut and Sew Apparel Manufacturing
315292 Fur and Leather Apparel Manufacturing
315299 All Other Cut and Sew Apparel Manufacturing
315999 Other Apparel Accessories and Other Apparel Manufacturing
316991 Luggage Manufacturing
316993 Personal Leather Good (except Women's Handbag and Purse) Manufacturing
316999 All Other Leather Good Manufacturing
321219 Reconstituted Wood Product Manufacturing
322110 Pulp Mills
322121 Paper (except Newsprint) Mills
322122 Newsprint Mills
322130 Paperboard Mills
322213 Setup Paperboard Box Manufacturing
322214 Fiber Can, Tube, Drum, and Similar Products Manufacturing
322291 Sanitary Paper Product Manufacturing
323112 Commercial Flexographic Printing
323113 Commercial Screen Printing
323114 Quick Printing
323115 Digital Printing
323116 Manifold Business Forms Printing
323121 Tradebinding and Related Work
324110 Petroleum Refineries
324122 Asphalt Shingle and Coating Materials Manufacturing
324191 Petroleum Lubricating Oil and Grease Manufacturing
324199 All Other Petroleum and Coal Products Manufacturing
325110 Petrochemical Manufacturing
325120 Industrial Gas Manufacturing
325131 Inorganic Dye and Pigment Manufacturing
325181 Alkalies and Chlorine Manufacturing
325182 Carbon Black Manufacturing

325188 All Other Basic Inorganic Chemical Manufacturing
325191 Gum and Wood Chemical Manufacturing
325192 Cyclic Crude and Intermediate Manufacturing
325193 Ethyl Alcohol Manufacturing
325199 All Other Basic Organic Chemical Manufacturing
325211 Plastics Material and Resin Manufacturing
325221 Cellulosic Organic Fiber Manufacturing
325311 Nitrogenous Fertilizer Manufacturing
325312 Phosphatic Fertilizer Manufacturing
325314 Fertilizer (Mixing Only) Manufacturing
325320 Pesticide and Other Agricultural Chemical Manufacturing
325411 Medicinal and Botanical Manufacturing
325412 Pharmaceutical Preparation Manufacturing
325413 In-Vitro Diagnostic Substance Manufacturing
325414 Biological Product (except Diagnostic) Manufacturing
325510 Paint and Coating Manufacturing
325611 Soap and Other Detergent Manufacturing
325613 Surface Active Agent Manufacturing
325910 Printing Ink Manufacturing
325992 Photographic Film, Paper, Plate, and Chemical Manufacturing
325998 All Other Miscellaneous Chemical Product and Preparation Manufacturing
327111 Vitreous China Plumbing Fixture and China and Earthenware Bathroom Accessories
327410 Lime Manufacturing
327420 Gypsum Product Manufacturing
331315 Aluminum Sheet, Plate, and Foil Manufacturing
332114 Custom Roll Forming
332710 Machine Shops
332912 Fluid Power Valve and Hose Fitting Manufacturing
332913 Plumbing Fixture Fitting and Trim Manufacturing
332991 Ball and Roller Bearing Manufacturing
332993 Ammunition (except Small Arms) Manufacturing
332995 Other Ordnance and Accessories Manufacturing
332996 Fabricated Pipe and Pipe Fitting Manufacturing
333131 Mining Machinery and Equipment Manufacturing
333132 Oil and Gas Field Machinery and Equipment Manufacturing
333291 Paper Industry Machinery Manufacturing
333293 Printing Machinery and Equipment Manufacturing
333295 Semiconductor Machinery Manufacturing
333311 Automatic Vending Machine Manufacturing
333313 Office Machinery Manufacturing
333314 Optical Instrument and Lens Manufacturing
333315 Photographic and Photocopying Equipment Manufacturing
333512 Machine Tool (Metal Cutting Types) Manufacturing
333513 Machine Tool (Metal Forming Types) Manufacturing
333618 Other Engine Equipment Manufacturing
333912 Air and Gas Compressor Manufacturing
333993 Packaging Machinery Manufacturing

333994 Industrial Process Furnace and Oven Manufacturing
333996 Fluid Power Pump and Motor Manufacturing
333997 Scale and Balance (except Laboratory) Manufacturing
333999 All Other Miscellaneous General Purpose Machinery Manufacturing
334111 Electronic Computer Manufacturing
334112 Computer Storage Device Manufacturing
334113 Computer Terminal Manufacturing
334119 Other Computer Peripheral Equipment Manufacturing
334210 Telephone Apparatus Manufacturing
334220 Radio and Television Broadcasting and Wireless Communications Equipment
334290 Other Communications Equipment Manufacturing
334310 Audio and Video Equipment Manufacturing
334411 Electron Tube Manufacturing
334412 Bare Printed Circuit Board Manufacturing
334413 Semiconductor and Related Device Manufacturing
334414 Electronic Capacitor Manufacturing
334415 Electronic Resistor Manufacturing
334418 Printed Circuit Assembly (Electronic Assembly) Manufacturing
334419 Other Electronic Component Manufacturing
334510 Electromedical and Electrotherapeutic Apparatus Manufacturing
334511 Search, Detection, Navigation, Guidance, Aeronautical, and Nautical Systems
334512 Automatic Environmental Control Manufacturing for Residential, Commercial and Appliance Use
334513 Instruments and Related Products Manufacturing for Measuring, Displaying and Controlling Industrial
Process Variables
334515 Instrument Manufacturing for Measuring and Testing Electricity and Electrical Signals
334516 Analytical Laboratory Instrument Manufacturing
334517 Irradiation Apparatus Manufacturing
334518 Watch, Clock, and Part Manufacturing
334519 Other Measuring and Controlling Device Manufacturing
334611 Software Reproducing
334613 Magnetic and Optical Recording Media Manufacturing
335121 Residential Electric Lighting Fixture Manufacturing
335221 Household Cooking Appliance Manufacturing
335222 Household Refrigerator and Home Freezer Manufacturing
335224 Household Laundry Equipment Manufacturing
335313 Switchgear and Switchboard Apparatus Manufacturing
335314 Relay and Industrial Control Manufacturing
335921 Fiber Optic Cable Manufacturing
335931 Current-Carrying Wiring Device Manufacturing
335999 All Other Miscellaneous Electrical Equipment and Component Manufacturing
336322 Other Motor Vehicle Electrical and Electronic Equipment Manufacturing
336412 Aircraft Engine and Engine Parts Manufacturing
336414 Guided Missile and Space Vehicle Manufacturing
336415 Guided Missile and Space Vehicle Propulsion Unit and Propulsion Unit Parts
336510 Railroad Rolling Stock Manufacturing
337124 Metal Household Furniture Manufacturing
339111 Laboratory Apparatus and Furniture Manufacturing

339112 Surgical and Medical Instrument Manufacturing
339113 Surgical Appliance and Supplies Manufacturing
339114 Dental Equipment and Supplies Manufacturing
339116 Dental Laboratories
339911 Jewelry (except Costume) Manufacturing
339912 Silverware and Hollowware Manufacturing
339913 Jewelers' Material and Lapidary Work Manufacturing
339914 Costume Jewelry and Novelty Manufacturing
339920 Sporting and Athletic Goods Manufacturing
339995 Burial Casket Manufacturing

Wholesale Trade

423210 Furniture Merchant Wholesalers
423220 Home Furnishing Merchant Wholesalers
423410 Photographic Equipment and Supplies Merchant Wholesalers
423420 Office Equipment Merchant Wholesalers
423430 Computer and Computer Peripheral Equipment and Software Merchant Wholesale
423440 Other Commercial Equipment Merchant Wholesalers
423450 Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesale
423460 Ophthalmic Goods Merchant Wholesalers
423490 Other Professional Equipment and Supplies Merchant Wholesalers
423610 Electrical Apparatus and Equipment, Wiring Supplies, and Related Equip
423620 Electrical and Electronic Appliance, Television, and Radio Set Merchant Wholesalers
423690 Other Electronic Parts and Equipment Merchant Wholesalers
423710 Hardware Merchant Wholesalers
423720 Plumbing and Heating Equipment and Supplies (Hydronics) Merchant Wholesale
423730 Warm Air Heating and Air-Conditioning Equipment and Supplies Merchant Wholesalers
423740 Refrigeration Equipment and Supplies Merchant Wholesalers
423810 Construction and Mining (except Oil Well) Machinery and Equipment Merchant Wholesalers
423820 Farm and Garden Machinery and Equipment Merchant Wholesalers
423830 Industrial Machinery and Equipment Merchant Wholesalers
423840 Industrial Supplies Merchant Wholesalers
423850 Service Establishment Equipment and Supplies Merchant Wholesalers
423860 Transportation Equipment and Supplies (except Motor Vehicle) Merchant Wholesalers
423910 Sporting and Recreational Goods and Supplies Merchant Wholesalers
423920 Toy and Hobby Goods and Supplies Merchant Wholesalers
423940 Jewelry, Watch, Precious Stone, and Precious Metal Merchant Wholesalers
423990 Other Miscellaneous Durable Goods Merchant Wholesalers
424110 Printing and Writing Paper Merchant Wholesalers
424120 Stationery and Office Supplies Merchant Wholesalers
424130 Industrial and Personal Service Paper Merchant Wholesalers
424210 Drugs and Druggists' Sundries Merchant Wholesalers
424310 Piece Goods, Notions, and Other Dry Goods Merchant Wholesalers
424320 Men's and Boys' Clothing and Furnishings Merchant Wholesalers
424330 Women's, Children's, and Infants' Clothing and Accessories Merchant Wholesalers
424340 Footwear Merchant Wholesalers
424710 Petroleum Bulk Stations and Terminals

424720 Petroleum and Petroleum Products Merchant Wholesalers (except Bulk Stations)

425110 Business to Business Electronic Markets

425120 Wholesale Trade Agents and Brokers

Retail Trade

441110 New Car Dealers

441120 Used Car Dealers

441210 Recreational Vehicle Dealers

442210 Floor Covering Stores

443111 Household Appliance Stores

443112 Radio, Television, and Other Electronics Stores

443120 Computer and Software Stores - Retail

443130 Camera and Photographic Supplies Stores

444210 Outdoor Power Equipment Stores - Retail

445120 Convenience Stores

445210 Meat Markets

445310 Beer, Wine, and Liquor Stores

446110 Pharmacies and Drug Stores

446120 Cosmetics, Beauty Supplies, and Perfume Stores

446130 Optical Goods Stores

446191 Food (Health) Supplement Stores

446199 All Other Health and Personal Care Stores - Retail

447110 Gasoline Stations with Convenience Stores

447190 Other Gasoline Stations

448110 Men's Clothing Stores

448120 Women's Clothing Stores

448130 Children's and Infants' Clothing Stores

448140 Family Clothing Stores

448150 Clothing Accessories Stores

448190 Other Clothing Stores

448210 Shoe Stores

448310 Jewelry Stores

448320 Luggage and Leather Goods Stores

451110 Sporting Goods Stores

451120 Hobby, Toy, and Game Stores

451130 Sewing, Needlework, and Piece Goods Stores

451140 Musical Instrument and Supplies Stores

451211 Book Stores

451212 News Dealers and Newsstands

451220 Prerecorded Tape, Compact Disc, and Record Stores

453110 Florists

453210 Office Supplies and Stationery Stores

453220 Gift, Novelty, and Souvenir Stores

453920 Art Dealers

453930 Manufactured (Mobile) Home Dealers

453991 Tobacco Stores

453998 All Other Miscellaneous Store Retailers (except Tobacco Stores)

454110 Electronic Shopping and Mail-Order Houses

Transportation and Warehousing

481211 Nonscheduled Chartered Passenger Air Transportation

481212 Nonscheduled Chartered Freight Air Transportation

482111 Line-Haul Railroads

482112 Short Line Railroads

483112 Deep Sea Passenger Transportation

483113 Coastal and Great Lakes Freight Transportation

483114 Coastal and Great Lakes Passenger Transportation

483212 Inland Water Passenger Transportation

485320 Limousine Service

486110 Pipeline Transportation of Crude Oil

486210 Pipeline Transportation of Natural Gas

486910 Pipeline Transportation of Refined Petroleum Products

486990 All Other Pipeline Transportation

488330 Navigational Services to Shipping

488510 Freight Transportation Arrangement

Information

511110 Newspaper Publishers

511120 Periodical Publishers

511130 Book Publishers

511140 Database and Directory Publishers

511191 Greeting Card Publishers

511199 All Other Publishers

511210 Software Publishers

512110 Motion Picture and Video Production

512120 Motion Picture and Video Distribution

512131 Motion Picture Theaters (except Drive-Ins)

512132 Drive-In Motion Picture Theaters

512191 Teleproduction and Other Postproduction Services

512199 Other Motion Picture and Video Industries

512210 Record Production

512220 Integrated Record Production/Distribution

512230 Music Publishers

512240 Sound Recording Studios

512290 Other Sound Recording Industries

513111 Radio Networks

513112 Radio Stations

513120 Television Broadcasting

513210 Cable Networks

513220 Cable and Other Program Distribution

513310 Wired Telecommunications Carriers

513321 Paging

513322 Cellular and Other Wireless Telecommunications

513330 Telecommunications Resellers

513340 Satellite Telecommunications
513390 Other Telecommunications
514110 News Syndicates
514120 Libraries and Archives
514191 On-Line Information Services
514199 All Other Information Services
514210 Data Processing Services

Finance and Insurance

521110 Monetary Authorities - Central Bank
522110 Commercial Banking
522120 Savings Institutions
522130 Credit Unions
522190 Other Depository Credit Intermediation
522210 Credit Card Issuing
522220 Sales Financing
522291 Consumer Lending
522292 Real Estate Credit
522293 International Trade Financing
522294 Secondary Market Financing
522298 All Other Nondepository Credit Intermediation
522310 Mortgage and Nonmortgage Loan Brokers
522320 Financial Transactions Processing, Reserve, and Clearinghouse Activities
522390 Other Activities Related to Credit Intermediation
523110 Investment Banking and Securities Dealing
523120 Securities Brokerage
523130 Commodity Contracts Dealing
523140 Commodity Contracts Brokerage
523210 Securities and Commodity Exchanges
523910 Miscellaneous Intermediation
523920 Portfolio Management
523930 Investment Advice
523991 Trust, Fiduciary, and Custody Activities
523999 Miscellaneous Financial Investment Activities
524113 Direct Life Insurance Carriers
524114 Direct Health and Medical Insurance Carriers
524126 Direct Property and Casualty Insurance Carriers
524127 Direct Title Insurance Carriers
524128 Other Direct Insurance (except Life, Health, and Medical) Carriers
524130 Reinsurance Carriers
524210 Insurance Agencies and Brokerages
524291 Claims Adjusting
524292 Third Party Administration of Insurance and Pension Funds
524298 All Other Insurance Related Activities
525110 Pension Funds
525120 Health and Welfare Funds
525190 Other Insurance Funds

525910 Open-End Investment Funds
525920 Trusts, Estates, and Agency Accounts
525930 Real Estate Investment Trusts
525990 Other Financial Vehicles

Real Estate and Rental and Leasing

531120 Lessors of Nonresidential Buildings (except Miniwarehouses)
531130 Lessors of Miniwarehouses and Self-Storage Units
531210 Offices of Real Estate Agents and Brokers
531311 Residential Property Managers
531312 Nonresidential Property Managers
531320 Offices of Real Estate Appraisers
531390 Other Activities Related to Real Estate
532310 General Rental Centers
532411 Commercial Air, Rail, and Water Transportation Equipment Rental and Leasing
532412 Construction, Mining, and Forestry Machinery and Equipment Rental and Leasing
532420 Office Machinery and Equipment Rental and Leasing
532490 Other Commercial and Industrial Machinery and Equipment Rental and Leasing
533110 Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)

Professional and Technical Services

541110 Offices of Lawyers
541191 Title Abstract and Settlement Offices
541199 All Other Legal Services
541211 Offices of Certified Public Accountants
541213 Tax Preparation Services
541214 Payroll Services
541219 Other Accounting Services
541310 Architectural Services
541320 Landscape Architectural Services
541330 Engineering Services
541340 Drafting Services
541350 Building Inspection Services
541360 Geophysical Surveying and Mapping Services
541370 Surveying and Mapping (except Geophysical) Services
541380 Testing Laboratories
541410 Interior Design Services
541420 Industrial Design Services
541430 Graphic Design Services
541490 Other Specialized Design Services
541511 Custom Computer Programming Services
541512 Computer Systems Design Services
541513 Computer Facilities Management Services
541519 Other Computer Related Services
541611 Administrative Management and General Management Consulting Services
541612 Human Resources and Executive Search Consulting Services
541613 Marketing Consulting Services

541614 Process, Physical Distribution, and Logistics Consulting Services
541618 Other Management Consulting Services
541620 Environmental Consulting Services
541690 Other Scientific and Technical Consulting Services
541710 Research and Development in the Physical, Engineering, and Life Science
541720 Research and Development in the Social Sciences and Humanities
541810 Advertising Agencies
541820 Public Relations Agencies
541830 Media Buying Agencies
541840 Media Representatives
541850 Display Advertising
541860 Direct Mail Advertising
541870 Advertising Material Distribution Services
541890 Other Services Related to Advertising
541921 Photography Studios, Portrait
541922 Commercial Photography

Management of Companies and Enterprises

551111 Offices of Bank Holding Companies
551112 Offices of Other Holding Companies

Administration and Waste Services

561110 Office Administrative Services
561310 Employment Placement Agencies
561320 Temporary Help Services
561330 Employee Leasing Services
561410 Document Preparation Services
561421 Telephone Answering Services
561422 Telemarketing Bureaus
561431 Private Mail Centers
561439 Other Business Service Centers (including Copy Shops)
561440 Collection Agencies
561450 Credit Bureaus
561491 Repossession Services
561492 Court Reporting and Stenotype Services
561499 All Other Business Support Services
561510 Travel Agencies
561520 Tour Operators
561591 Convention and Visitors Bureaus
561599 All Other Travel Arrangement and Reservation Services
561611 Investigation Services
561612 Security Guards and Patrol Services
561621 Security Systems Services (except Locksmiths)
561622 Locksmiths
561910 Packaging and Labeling Services
561920 Convention and Trade Show Organizers
561990 All Other Support Services

Education Services

611110 Elementary and Secondary Schools
611210 Junior Colleges
611310 Colleges, Universities, and Professional Schools
611410 Business and Secretarial Schools
611420 Computer Training
611430 Professional and Management Development Training
611511 Cosmetology and Barber Schools
611512 Flight Training
611513 Apprenticeship Training
611519 Other Technical and Trade Schools
611610 Fine Arts Schools
611620 Sports and Recreation Instruction
611630 Language Schools
611691 Exam Preparation and Tutoring
611692 Automobile Driving Schools
611699 All Other Miscellaneous Schools and Instruction
611710 Educational Support Services

Health Care and Social Services

621111 Offices of Physicians (except Mental Health Specialists)
621112 Offices of Physicians, Mental Health Specialists
621210 Offices of Dentists
621310 Offices of Chiropractors
621320 Offices of Optometrists
621330 Offices of Mental Health Practitioners (except Physicians)
621340 Offices of Physical, Occupational and Speech Therapists, and Audiologists
621391 Offices of Podiatrists
621399 Offices of All Other Miscellaneous Health Practitioners
621410 Family Planning Centers
621420 Outpatient Mental Health and Substance Abuse Centers
621491 HMO Medical Centers
621492 Kidney Dialysis Centers
621493 Freestanding Ambulatory Surgical and Emergency Centers
621498 All Other Outpatient Care Centers
621511 Medical Laboratories
621512 Diagnostic Imaging Centers
624190 Other Individual and Family Services
624210 Community Food Services
624221 Temporary Shelters
624229 Other Community Housing Services
624230 Emergency and Other Relief Services
624410 Child Day Care Services

Arts, Entertainment, and Recreation

711219 Other Spectator Sports

711310 Promoters of Performing Arts, Sports, and Similar Events with Facilities
711320 Promoters of Performing Arts, Sports, and Similar Events without Facilities
711410 Agents and Managers for Artists, Athletes, Entertainers, and Other Publicists
711510 Independent Artists, Writers, and Performers
713930 Marinas
713940 Fitness and Recreational Sports Centers
713950 Bowling Centers

Accommodation and Food Services

721211 RV (Recreational Vehicle) Parks and Campgrounds
721310 Rooming and Boarding Houses
722110 Full-Service Restaurants
722211 Limited-Service Restaurants
722212 Cafeterias
722213 Snack and Nonalcoholic Beverage Bars
722410 Drinking Places (Alcoholic Beverages)

Other Services

811111 General Automotive Repair
811112 Automotive Exhaust System Repair
811113 Automotive Transmission Repair
811118 Other Automotive Mechanical and Electrical Repair and Maintenance
811121 Automotive Body, Paint, and Interior Repair and Maintenance
811122 Automotive Glass Replacement Shops
811191 Automotive Oil Change and Lubrication Shops
811192 Car Washes
811198 All Other Automotive Repair and Maintenance
811211 Consumer Electronics Repair and Maintenance
811212 Computer and Office Machine Repair and Maintenance
811213 Communication Equipment Repair and Maintenance
811219 Other Electronic and Precision Equipment Repair and Maintenance
811411 Home and Garden Equipment Repair and Maintenance
811412 Appliance Repair and Maintenance
811420 Reupholstery and Furniture Repair
811430 Footwear and Leather Goods Repair
811490 Other Personal and Household Goods Repair and Maintenance
812111 Barber Shops
812112 Beauty Salons
812113 Nail Salons
812191 Diet and Weight Reducing Centers
812199 Other Personal Care Services
812210 Funeral Homes
812220 Cemeteries and Crematories
812320 Drycleaning and Laundry Services (except Coin-Operated)
812921 Photofinishing Laboratories (except One-Hour)
812922 One-Hour Photofinishing
812930 Parking Lots and Garages

812990 All Other Personal Services
813110 Religious Organizations
813211 Grantmaking Foundations
813212 Voluntary Health Organizations
813219 Other Grantmaking and Giving Services
813311 Human Rights Organizations
813312 Environment, Conservation and Wildlife Organizations
813319 Other Social Advocacy Organizations
813410 Civic and Social Organizations
813910 Business Associations
813920 Professional Organizations
813930 Labor Unions and Similar Labor Organizations
813940 Political Organizations
813990 Other Similar Organizations (except Business, Professional, Labor, and Political Organizations)
814110 Private Households